

# gender pay gap report

At Cartus we are committed to empowering everyone's next move—not only for the clients and customers we serve, but also for our employees in their career journey. Together, we are moving our people-first culture and talent strategy into the future, guided by the passion of our exceptional people, our track record of integrity, and our newly launched guiding principles for all employees, known as our Winning Behaviours.

We provide a competitive total compensation package, inclusive of pay, benefits, development, and virtual work environment, to attract, retain and motivate talented employees who through their skills and experiences contribute to the organization's achievement of service and financial goals. We strive to offer total compensation that is competitive, equitable and fair.

In addition to our client-facing DEI solutions, Cartus employees worldwide contribute daily to our success as an organization by offering their individual cultural, ethnic, religious, gender identity, and other perspectives to make Cartus a more responsive and inclusive place to work. We actively celebrate our differences, which is why Cartus has several internal steering committees and councils dedicated to promoting diversity in all its forms within Cartus as well as among our clients and suppliers.

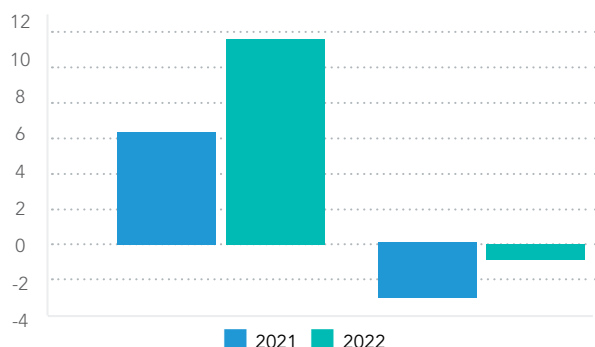
**Tracy Edmonds** – Vice President Global Human Resources

## what is the gender pay gap?

The gender pay gap is a measure of the difference between the average earnings of men and women across an organisation. The gender pay gap is not the same as equal pay. Equal pay relates to men and women being paid equally for equal work. This is a legal requirement in the UK and an important matter of principle that Cartus is committed to and abides by.

## key data

gender pay gap 2021 vs. 2022



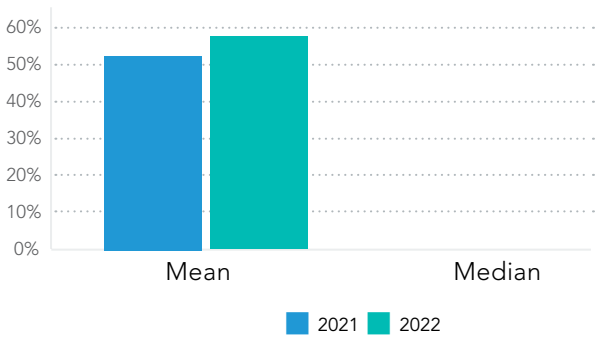
**Mean:** taking the average hourly pay and dividing by the total number of people in scope

**Median:** midpoint of the ranges hourly pay rates for men and woman from lowest to highest

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As represented in the graph the mean gender pay gap for Cartus is 11.54% & the median gap is -0.68%. We can see an improvement from 2021 showing a decrease in the median gap however there has been an increase in the mean. We do have a large female workforce and since covid we have been able to provide more flexibility for our workforce that tends to be requested more by our female employees. This indicates why the mean has increased but if we look at the mid rates on the number of male & female employees we can see that this is more stable.

bonus gap compared

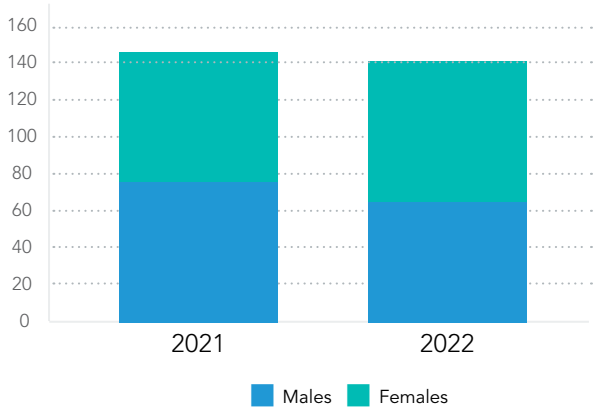


The mean gender bonus gap for Cartus is 56.88% & the median gap is 0%. These have again decreased slightly from the previous year as shown above. We believe this is due to turnover of some of our bonus eligible female managers.



We can see that the range of employees receiving bonuses has also increased making this a more even split between male and females.

proportion of males and females receiving bonus payments

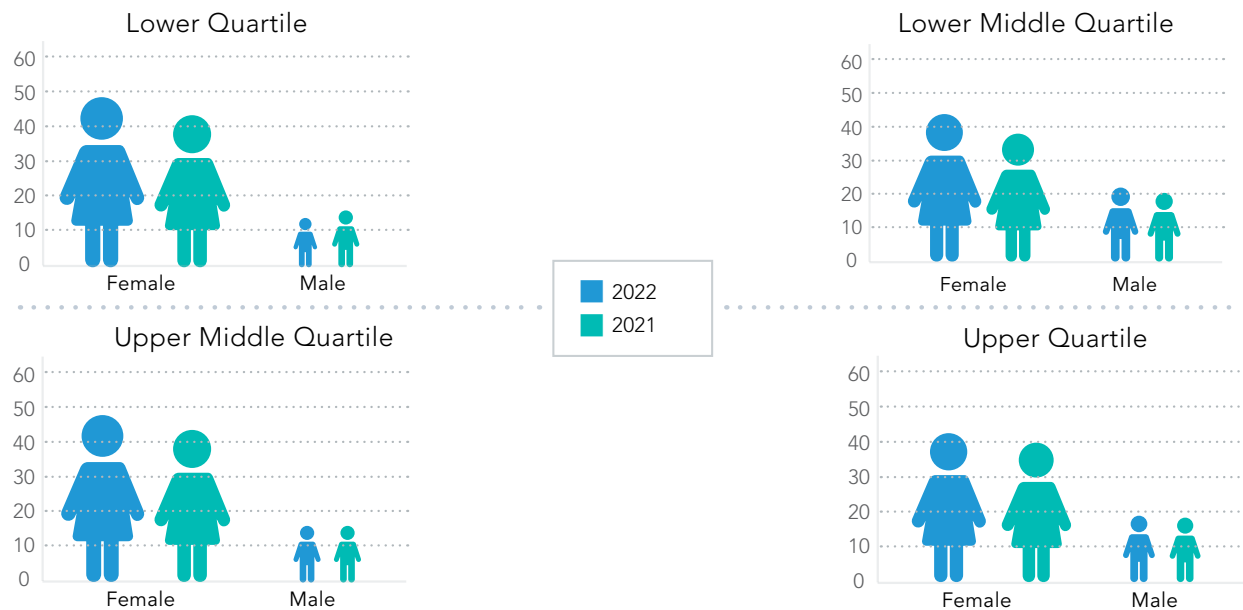


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## proportion of male & females by pay quartile

This shows Cartus' workforce divided into four equal-sized groups based on hourly pay rates & split into four quartiles.

These figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band.

## why do we have a gender pay gap?

We are confident that the gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

## what is cartus doing to address the gender pay gap?

Cartus is deeply committed to career development for employees at every level across the organization and, 2022 was a strong year for talent progression that will continue to positively impact our gender pay gap. Our team has consistently strived to perfect the technology tools at

our disposal necessitated by the COVID-19 crisis, which have developed into core pillars for virtual learning and collaboration, including interactive webinars and events, monthly virtual employee town halls, cloud-based file sharing, and more.

We have strengthened our training for line managers, introduced new tools to help leaders make and monitor pay & bonus decisions based on individual and relative performance, and we have continued to champion flexible and hybrid working across our workforce.

I confirm the gender pay gap data contained in this report is accurate as of 5 April 2022.

**Tracy Edmonds**

*Vice President Global Human Resources*